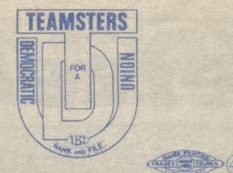


CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Oct./Nov. 1999 # 180



Owner Operators Organize in Seattle

Hundreds of owner operators staged a two-week work stoppage in the ports of Seattle and Tacoma, Wash., as part of an ongoing organizing campaign by Local 174.

The shutdown drew broad support from labor and the community and had an impact throughout the shipping industry. See article page 8.

Make a Sure Investment

Whatever way the market goes, the \$35 you invest in a TDU membership is guaranteed to pay off — with information on what's happening in your union, your rights, and what you can do to build a stronger union. Want better contracts, working conditions and a democratic union? Invest your money today!

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____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

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TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

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Flight Attendants Vote Down Contract

Local 2000 flight attendants burst into cheers yelling, "We did it!" when the contract rejection was announced on Aug. 26. With 94 percent of the 11,000 Teamsters voting, 69 percent said no to the inadequate deal, which was heavily sold by the Hoffa administration and the union negotiators. A member-to-member campaign, supplemented with computer communications, has united the membership. The members are determined to take on Northwest Airlines for the contract they deserve. See article page 9.

Letters From Our Members

Convoy Dispatch Gets Results

I would like to thank *Convoy Dispatch* for publishing my letter in the September issue. Your articles on Dick Heck and my letter on UPS using brokers certainly got results. It sure got someone's attention, and it's about time.

Middleburg Heights, Ohio, UPS has put on six new feeder runs, and added three T.T. runs, including one at the Highland Heights facility. Fifteen new drivers were added to the Middleburg feeder seniority list. UPS is hiring 17 more drivers who will be permanent hires. They are training more triples drivers and hiring ex-Preston drivers who are qualified for triples. That means 32 permanent full-time feeder drivers since you published my letter.

I have been told through the UPS stewards' network that brokers are no longer doing Canton pickups. Canton UPS drivers are making those pickups now. The drivers are checking daily to make sure it remains that way.

Toledo feeders have added 12 runs and are adding 28 permanent drivers to their seniority list. They are training more triples drivers.

Jefferson, Ill., added five runs and Addison is adding four runs to their feeder operation.

That was the good news. The bad news is that the brokers have gotten their foot back in the door at UPS. There are still a lot of brokers taking a lot of UPS jobs. One broker is too many. The Middleburg Heights hub looks more like Toledo now. Brokers are everywhere, coming and going, taking feeder loads and UPS jobs. There were no brokers before Hoffa took office, and now they're back.

The grievance I filed on brokers is still bogged down in local union politics and hasn't had any positive effect yet. Our local BA just keeps singing the same old song, "Everybody is working, the seniority

list is exhausted. The union can't force UPS to hire more drivers."

Keep up the good work, *Convoy Dispatch*, and keep the pressure on. I am looking forward to meeting you in November at the TDU Convention in Cleveland. I urge my fellow UPS drivers and all Teamsters to attend.

John Kabeller
Local 407, UPS feeder driver
Cleveland

Defending Hoffa

I am a member of Local 631 in Las Vegas and have been a shop steward for 21 years under both non-TDU and TDU leadership.

I find your statements about the great James P. Hoffa to be an outrage. You had your chance with a TDU president and look what happened — the man stole money from us.

The great and immortal James R. Hoffa made this union great and, thanks to organizations like yours, our union does not have any of the power and prestige it had back when Hoffa was running things.

James Kloos
Local 631
Las Vegas

Struggle Goes on in Las Vegas

An article in the January 1998 issue of *Convoy Dispatch* told how the officers of Las Vegas Local 995 were blacklisting me for my support of Ron Carey and Tom Leedham in the last two IBT elections.

The National Labor Relations Board issued a complaint on my behalf on July 31, 1998, with a hearing date set for Sept., naming Local 995 Secretary-Treasurer Mike Magnani and local dispatcher Suze Davis as co-respondents.

A settlement was reached in August

of 1998. I received a check from the local for \$1,253.25 and was placed on the A-list for one year. The local had to establish new hiring hall practices and was required to post the settlement notice in the union hall for 60 days.

Magnani has taken a predictable course of action against me. It was more convenient for him to pay me (with the members' hard-earned dues money) than to dispatch me to jobs I am qualified for. He knows that if I am hired by any employer under union contract in the hotel industry I would be eligible to run for local office.

This is the kind of irresponsible management of members' dues money we can expect from local officers who support Hoffa.

The legal battle for my rights and the rights of others will continue in Local 995. Meanwhile, we continue to educate the members and wait for the next local union election in 2001.

Mark Clark
TDU Co-chair
Las Vegas

New TDU Chapter

I am pleased to announce, as Teamsters from across the U.S. and Canada are coming to Ohio for the TDU Convention, that a new chapter of TDU is forming in Northeast Ohio.

Rank and file Teamsters from Local 377 will meet regularly at two locations: on the even months in Ashtabula and on the odd months in Youngstown. Time and locations will be announced. Call 330-797-1541 for more information.

Michael P. Schaffer
Local 377, Roadway
Youngstown, Ohio

Organizing Tactic Works in Minnesota

Frustrated with large pay disparities, a statewide bargaining unit of public defenders in Minnesota joined Teamster Local 320 this spring. After the local fought a legal battle to win their right to organize, the public defenders' organizing committee ran a rank and file organizing campaign. Through the use of a newsletter, already established professional networks, and a combination of small group meetings and one-on-one contacts across the state, the committee's efforts delivered an overwhelming 217-27 vote to unionize.

As TDU activists have shown over and over, applying these organizing tactics during negotiations are the key to winning a good contract. The public defenders are now bargaining with a state board that contested their right to organize in court. Keeping their rank and file network active is just what is needed to increase their clout.

Erik Jensen
Local 320, Univ. of Minn.
Minneapolis

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1998 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Steve Baudo, Milwaukee Local 344
Erik Jensen, Minneapolis Local 320
Joyce Mims, Atlanta Local 728 spouse

Members:

Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Ashley McNeely, Minneapolis Local 2000
Raul Rodriguez, Jr., Los Angeles Local 630
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:

Robert Lloyd, Little Rock, Ark., Local 878
Alex Adams, Cleveland Local 407
Tom Sheibley, Brockton, Mass., Local 653

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UPS Subcontracting Out of Control

UPS subcontracting of feeder work is a severe problem that the International union has failed to deal with. It has spread to every corner of the country. Now that the peak period has begun, it will likely go from bad to worse. Here is what members are saying about the issue.

Chicago

"Does everyone hear that loud flushing noise? Well that is the sound of UPS feeder jobs going down the toilet. With Dick Heck and Junior Hoffa sitting on their hands and their big fat wallets, how can they expect to save our jobs? Soon

UPS will look like the postal service, and contractors will be the norm instead of the exception. Here in Chicago they sit in the dispatch area waiting for loads like it is legal or something. We need action now to save our jobs."

—Frank McSweeney

Feeder, CACH hub, Local 710 Chicago

California

"We've had blatant subcontracting in our building. Management has tried to sneak stuff through in the past, but now it is right in our face. They don't even try to train enough new drivers, contract with union companies, or put them on sleepers — the solutions that are contractually allowed. Management seems to have a tacit understanding with the union that it's OK. This would never have happened in the Ron Carey/Ken Hall days.

—Larry Churchill

Feeder, Local 315, Martinez, Calif.

Convoy Dispatch has attempted to stay on top of this situation. The current severe level of subcontracting began back in June. When the problem started the IBT announced that they had accepted UPS's statement that a peak-like "emergency" was occurring. At that point all IBT Parcel Director Dick Heck expected the company to do was to tell affected local unions what their plans were to deal with the emergency.

When members started complaining, and TDU launched a "Tell Heck to Give 'Em Hell" pressure campaign, Heck sang a new song. He put out another communication to local unions asking about the company's efforts to utilize UPS employees as required by Article 26.

After that message the IBT accepted UPS's statement that most of the subcontracting had ended. But the subcontracting has continued, with little or no reaction from the IBT. In mid-September UPS announced that it intended to once again ground a large number of rail loads. At that time Heck and Jim Maloney, head of UPS labor relations, met in Cleveland. They both agreed that the "emergency" still existed. They also discussed that some of the loads would be permanently grounded. For example the lane of travel between Nashville and Chicago was specifically mentioned in a memo from Jim Maloney. Most of this work would be put into the system as sleeper work, laydown mileage runs, and illegal mileage turn runs. (Our contract doesn't provide for the existence of mileage turn runs, although the Article 43 committee has approved some on a case-by-case basis.)

Is this the kind of leadership we need from the IBT?

New York

"We're paying the price now for the last election. UPS would never have gotten away with this in the past. The com-



Plan Strategies at TDU Convention UPS Meetings

"From subcontracting to full-time jobs, UPS management has launched a war on the gains we won in our strike. Hoffa and Dick Heck are ducking the fight, but in the trenches, we rank and file Teamsters are still battling it out. The TDU Convention gives us a chance to compare notes and prepare our counter-attack."

—Jim Reynolds, Local 804, UPS

pany subcontracts whatever they feel like and says it's because we can't handle the work. The bottom line is that we were never asked. Members in Local 804 are angry and there's a lot of confusion, too. Is there a national grievance on this? What's the International's game plan?"

—Pete Troccoli

Feeder Steward, Local 804, New York

St. Louis

"Rank and file pressure is the key to turning this thing around. Here in St. Louis when this problem started we started calling Washington, D.C., and pressuring Dick Heck. By July we won some big grievances over subcontracting. The problem stopped for a while, but now is as bad as before, if not worse. We just need to find a way to ratchet up that pressure."

—Bob Wittman

Earth City Feeder, Local 688, St. Louis

Boston

"On any given trip to Chicago we might see 75-100 feeder boxes pulled by contractors. This has nothing to do with any rail situation. It's an orchestrated maneuver by UPS and they're doing it because our union leadership is letting them. You can't give UPS open season and expect them to do the right thing. If Hoffa has a plan, let him tell the members what it is. But we're left in the dark like mushrooms."

—Glenn Friend

Sleeper Driver, Local 25, Boston

UPS and Downs

Florence, Ala., Cover Drivers Fight Unfair Treatment.

Under the Southern supplement UPS can use part-timers as drivers to cover for absences and vacation. The drivers are paid 85 percent of top rate, and receive part-time benefits. Of course there is big room for abuse. In Florence, Ala., drivers were forced to disqualify themselves from the cover-driver list unless they were able to work every day. The company wanted them to risk their other jobs for one day of work, without a guarantee that they could drive again. Now drivers are fighting to force management to hire new unassigned full-time drivers to ensure they can get the work done, and that employees can count on the work. To pressure management, cover drivers are opting not to drive, putting UPS in a pinch. When management was forced to run a route, a grievance was filed demanding management promote someone to full-time to cover the work.

Part-Timers Fight Unfair Initiation Fees in Vermont.

The local that covers the state of Vermont has two initiation fees, a \$450 regular fee, and \$150 for lower paid members. The local has been making UPS part-timers pay the higher rate. Some members are now asking that this situation be corrected. UPS employment is the first experience with unionism for hundreds of thousands of young people, and we want it to be a positive one. A number of other locals have taken steps in this direction.

Old Officers Don't Die They Just Drive for Brokers.

Members at the UPS hub in Mesquite, Texas, recently witnessed former Local 767 President Joe Lesmaster and a former BA pulling a sleeper load bound for St. Louis. They were hauling for a subcontractor in violation of the contract. They may have also violated the rules of the Central States Pension Fund, regarding re-employment while stealing a fellow Teamster's job.

Rumors of 6-hour Jobs as Settlement of Full-time Jobs Fight.

Several reports have surfaced that UPS has approached the union with a proposal for the creation of a new class of part-timers who would have a six-hour guarantee. Management has floated this proposal in Louisville and elsewhere. If it crops up in your area, be sure it gets nipped in the bud. Why give up what we have already won, the creation of 10,000 full-time jobs with full-time benefits?

Indianapolis to Nashville Mileage Turn.

According to reports out of Indianapolis, UPS intends to implement an illegal mileage turn run to Nashville. In good weather this is a five-hour run each way. Of course this winter when weather gets bad UPS will still pay the same for the run, when it takes the driver 12 hours to make it.

UPS Sends Some Work to Reynosa, Mexico.

UPS has begun performing scanning and processing functions once handled at the McAllen, Texas, center at the customers' location in Mexico. The movement of this work has yet to cost any UPS Teamsters hours or jobs. San Antonio Local 657 has filed a grievance to prevent further work from being moved.

UPS Pays Huge Tax Debt

UPS made a deposit with the IRS of \$1.8 billion in late August. UPS made the deposit to avoid further interest debt on the penalty the U.S. tax court levied in August. The court ruled that money sent to OPL, an excess value insurance company UPS set up, was a "sham transaction" intended to avoid tax liability.

Hoffa Featured in UPS Company Publication.

Florida UPS management is pleased with the current IBT leadership and are siding with Hoffa in his effort to eliminate independent supervision of Teamster elections. In the August 1999 issue of *UPS Today* they feature a reprint of an article that discusses Hoffa's plan to remove oversight of our union. The article does include a dissenting view from a TDU spokesperson, but overall the article promotes Hoffa and his program.

Where's The Power?

Warehouse Division Lets SuperValu Off, Gives Two-Tier Phase-in of Kmart Work

"We had SuperValu dead to rights," a local officer said after hearing of the IBT agreement with SuperValu, "and documented that they went to a third party. They violated the contract, now we're bailing them out, giving them a two-tier system and phase-in."

On Sept. 17 IBT Warehouse Division Director Ken Hilbish announced an agreement with SuperValu over Kmart transportation work. The deal came on the heels of a national meeting in Chicago, a call for unity and strike votes — and a lot of promises by the IBT.

SuperValu Teamsters are now learning that the promises were hot air. Rather than nail down a national agreement from SuperValu to stop violating the contract — and make all work Teamster work — Hilbish signed off on a phase-in agreement that lets the company whipsaw locals into accepting lower mileage rates and ridiculous phase-in terms.

Domino Theory

With lightning speed three locals have already signed agreements with SuperValu. Two of these trend-setting locals are headed by key Hoffa officers: Local 528 in Atlanta (Hilbish) and Local 120 in Minneapolis (IBT Secretary-Treasurer Tom Keegel). These expert negotiators have reached agreements that include mileage rates that would make J.B. Hunt proud.

We hear tough talk from the IBT. But when push comes to shove Hoffa lets his top supporters cut sweetheart deals that undermine honest local officers and hard-

Local 705

Kmart Workers Win First Contract

Kmart workers in the massive Manteno, Ill., distribution center cemented the final victory in their six-year struggle with the giant retailer when they voted 320 to 101 to ratify their first Teamster contract on Sept. 15. The three-year pact calls for progression raises of 85 cents, 35 cents and 35 cents; a near doubling of their paid sick leave; an immediate minimum \$1 per hour raise for clericals; and a strong grievance procedure.

The battle to organize began in 1993 when workers voted for Local 705 representation shortly after old guard leaders were removed by an IBT trusteeship. Kmart management pulled out all the stops after the vote, filing challenges and appeals with the National Labor Relations Board and, when those tactics failed, with the U.S. Court of Appeals. Each company appeal was

working members. Ask members at UPS, Anheuser-Busch and Northwest Airlines — all have had the same experience.

SuperValu no doubt hopes to set the pace for negotiations with these deals. In Minneapolis Local 120, which has a current mileage rate of 48 cents per mile, the new rates are 37 cents for the first year, 38 cents second year, and 39 cents per mile in the third year. In Atlanta Local 528, with a current rate of 35 cents per mile, the new rate is 31 cents per mile.

Snail's Pace Phase-in of Work

As for getting all Kmart work handled by Teamster drivers, the news is just as bleak. In bargaining with other locals SuperValu has proposed a phase-in of less than 10 percent of the work in year one!

Stop the Sellout

Giving in to SuperValu will undermine our contracts and our working conditions for years down the road. There is still time to stop this incredible sell-out but it will take a loud and clear message from SuperValu members in the coming weeks to the IBT and SuperValu that we will not accept less than all work handled by Teamsters at contractual rates.

- In locals with good contract language, grievances should be filed over the outsourcing. Why bargain lower rates when enforcing current rates is an option?

- Members, stewards and officers from different locals should be in contact and coordinate actions. The TDU SuperValu network can assist.
- Locals in bargaining should hold firm against SuperValu's demands, and mobilize members to oppose two-tier and sham phase-ins of work.
- In all locals members should circulate petitions protesting the sell-out and demanding the removal of Ken Hilbish as head of the Warehouse Division.

The Future

We need national leadership that will fight with us — not work with management to gut our contracts and conditions. We can get that leadership by building the national movement for reform in our union. We also need communication and rank and file unity among SuperValu Teamsters. Join and be part of the network today.

National Grocery Meeting Nov. 7

Grocery Teamsters are gathering in Cleveland, Ohio on Nov. 7 to discuss the situation in the industry and in the union. SuperValu Teamsters will have a special meeting to review the current developments. If you want to be part of this important meeting, call TDU at 313-842-2600.

Long Organizing Drive Wins

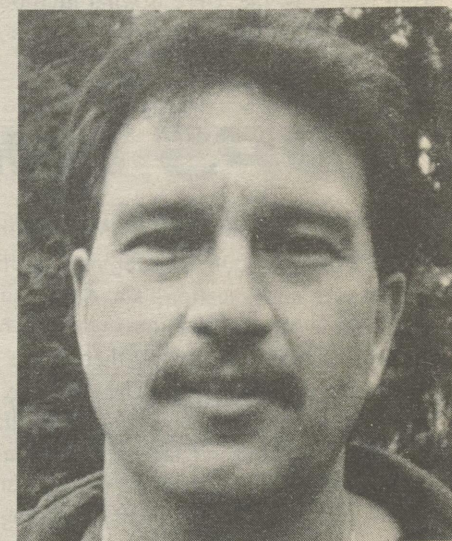
Apple Warehouse Goes Teamsters

The largest apple warehouse in Washington State, Stemilt Growers, is going to have to bargain with its 623 workers, soon to be Teamsters. The workers' victory comes after a three-and-a-half year drive in the apple industry launched by the Teamster Warehouse Division in 1996.

Stemilt is the largest apple warehouse in Washington, the nation's largest producer of apples. There are some 15,000 apple warehousing workers in Washington to be organized, and the original plan laid out by the Warehouse Division under Tom Leedham was to organize them on an industry-wide basis, targeting the big ones first, in a member-to-member campaign.

Stemilt's labor law violations led to an agreement that if the union could sign up a majority of its workers then the company would have to recognize and bargain with the Teamsters. The union got a majority, though the company is still contesting and appealing the issue.

The International Union has now shut down the industry-wide drive. Hoffa's organizing director, John Murphy, has stated it was a waste of \$2 million in dues money. Murphy, who draws multiple salaries along with other top Hoffa offi-



Get Ready for Struggles Ahead at TDU Convention

"The International's sellout at SuperValu is a wake-up call that all grocery Teamsters better hear loud and clear.

"The TDU Convention gets me fired up for the fights ahead. That's why I go every year. See you all in Cleveland."

—Bob Randall

Local 559, SuperValu

cials, apparently believes that organizing 15,000 warehousing workers in a major industry is not a good investment.

Coalition with UFW

The organizing drive targeted another major warehouse, Washington Fruit, and hopefully those workers fighting for respect can also be brought into the Teamsters. The drive allied our union with the community and with the United Farm Workers, seeking to represent the 40,000 orchard workers in Washington.

Congratulations to the Stemilt Teamsters!

Safeway Members Set Up Website

Much to Safeway's dismay, union members on the east coast have set up a website to facilitate communication among workers. Management has threatened a lawsuit and made other noise about the site, but organizers are holding firm on their right to free speech. Teamsters and UFCW members are using the chat room, as are nonunion workers interested in talking about problems. The site can be reached at: www.safewayeast.com.

Demand Restoration of Democracy in Local 556

Washington IBP Workers Sue Hoffa for Election

Local 556 members filed a lawsuit in federal court on Wednesday, Sept. 29 to demand an end to the undemocratic trusteeship of their local union and to union officers' retaliation against rank and file reformers.

"We are going to court to fight for our right to choose our leaders for ourselves and to direct our own destiny," said Local 556 member Maria Saucedo who filed the lawsuit along with Maria Martinez, a leader at IBP and member of the TDU International Steering Committee.

In July, rank and file activists announced that they would run for local union office because of the International and local union's lack of support for the strike of 1,300 Local 556 members against IBP, the world's largest meat processing company.

Days later, Teamster General President Jimmy Hoffa responded by imposing a trusteeship on Local 556 to put off the local union election scheduled for October.

Under federal law, it is illegal to impose a trusteeship before even holding a hearing unless an "emergency" exists. Here the only "emergency" was that rank and file reformers were set to sweep Hoffa-aligned, old guard incumbents out of office in the

pending election.

For years, old guard officials controlled Local 556 because members were completely in the dark. The local effectively held no general membership meetings because no members came to the meetings, which were held 45 minutes away from IBP, the company that employs 80 percent of the local's members.

But two years ago, the sleeping giant awoke. Hundreds of members came to local meetings to vote to change the union's bylaws. Martinez defeated Martha Perez, a local union executive board member, by 547 to 84 in the chief shop steward's election, and reform activists won all six subsequent shop steward elections at IBP. In 1998, Local 556 members voted overwhelmingly for the Rank & File Power Slate. Only two of the IBT's 541 locals were less supportive of Hoffa.

Hoffa's sellout of the IBP strike put the nail in the old guard's coffin. Democracy and old guard control of Local 556 were no longer compatible, so Hoffa chose dictatorship.

While hundreds of members have declared their opposition to the trusteeship, local officers are all for it. And why not?

As opposed to most trusteeships where local union officers and staff are immediately removed and replaced by the trustee, Local 556 Secretary-Treasurer John Carter and his staff have retained their jobs and their salaries.

The only change that has been made at Local 556 is that Martinez, a reform leader and the first popularly elected chief shop steward in the history of Local 556, has been removed from her post.

Strike Enters 4th Month

Fighting Union Busting at Basic Vegetable

The strikers at Basic Vegetable in King City, Calif., know what they are fighting for. The 750 workers in Local 890 at the big garlic and onion processing plant struck on July 7 to prevent their employer from taking back decades of union gains. After three months, 99 percent of the strikers are solid.

Basic Vegetable is the largest garlic processor in the U.S., and the parent corporation operates a number of other food plants. They forced the strike by demanding a two-tier wage and benefit takeaway package. Many workers at the plant have family members who work there, and they have no desire to sell out their future.

Recently the company announced that the strikers' replacements are "permanent" in a blatant attempt to bust the union and get rid of the workers who

The suit alleges that this is retaliation and demands Martinez's reinstatement to her position.

"Hoffa thinks that he can keep us down because we're Hispanics and immigrants," said Maria Martinez. "We may speak a different language than he does, but we mean to have a voice. And he is not going to stop us. His illegal trusteeship hasn't impressed Local 556 members and it won't impress a federal judge."

built the company.

The strikers have the company hurting. Despite busing in scabs, bringing supervisors out of retirement, and hiring thugs, production is less than half of normal.

The strikers have also taken their cause to the community and to other Teamsters who work for the corporation. They recently completed a swing through Idaho and Washington to visit workers and Teamster officers at five potato processing plants owned by Basic American Foods. Workers at one of those plants just voted to reject a proposed contract. They are going to the upcoming AFL-CIO convention, and considering a boycott.

These strikers are Teamsters on the front lines. They deserve our solidarity and support. For more on the strike, check out www.teamsters890.org.

Local 277 President Stabs Members in Back

"I've paid dues to the Teamsters Union for 18 years," said A&P selector Francisco Muniz. "When there's a crisis, I expect union leaders to be watching my back."

Unfortunately for Muniz, when the crisis came Teamster officials stabbed him in the back instead. Now Muniz and his co-workers are fighting back. They are filing internal union charges against Local 277 President Jasper Brown.

The problem began last fall when A&P announced that it was consolidating its Tiefer warehouse into its expanded Fresh-town facility located five minutes away in the Hunts Point Market in Bronx, N.Y. Local 202 negotiated an agreement that included a severance package for laid-off workers and a transfer agreement that allowed a small number of Local 202 members to transfer to Freshtown, represented by Local 277.

Local 202 followed up the agreement with a letter to Local 277 requesting that Local 277 stand up for the transferring members' seniority rights. So far, so good.

But then, Local 277 President Jasper Brown entered the picture. Ignoring the request from Local 202, Brown secretly negotiated a deal with A&P that allowed the company to treat the transferring

members as new hires for all terms and conditions of employment except wages. Seniority was out the window.

To make matters worse, Brown violated members' rights by not putting his side agreement to a vote. There is plenty of evidence to suggest that the members would have stood up for the principle of seniority and voted down the agreement. Before the secret deal had come to light, many members signed a petition demanding that A&P respect seniority rights.

The results have been disastrous. One senior driver with years of experience was terminated without explanation after his transfer to Freshtown. An arbitrator upheld the firing saying that as a "new hire" the company could fire the driver during his "probationary period" without just cause.

Brown has a long history of violating members' voting rights. In 1997, Brown ratified a contract at 4-C Foods even though a majority of members had voted to reject it. Later he lied to members at A&P about strike benefits to force through an unpopular agreement.

"Jasper Brown may have gotten away with this kind of garbage in the past, but we're not taking it," Muniz said. "We're making a stand so this never happens again."

Ergonomics Standards Voted Down

Over a million workers may suffer from preventable injuries thanks to a bill recently passed by the House of Representatives. The bill, H.R. 987, misnamed the Workplace Preservation Act, would prevent the Occupational Health and Safety Administration (OSHA) from issuing standards regarding workplace ergonomics until the National Academy of Science completes its latest study on the relationship between repetitive activity and workplace injury. The report is not expected until sometime in 2001.

Ergonomics is the science of redesigning the workplace in order to make it a safer environment. According to OSHA, over 600,000 workers a year suffer serious injury from repetitive motions or overexertion, which ergonomics standards are meant to prevent.

The scientific and medical experts agree. Biomechanical stress at work causes injury. Even more important, we know how to reduce these stresses and cut the risk of injury.

Corporate supporters of this bill, such as UPS, the warehousing and food pro-

cessing industries, claim that the value of ergonomics is not really proven.

However within the last two years, two major governmental studies have drawn the conclusion that ergonomic standards help reduce the causes of work related musculoskeletal disorders.

Many prominent health and medical groups have come out against the bill. These include the American Academy of Orthopedic Surgeons, American Public Health Association and the American Nurses Association.

Rep. Cass Ballenger (R-N.C.), who has been one of the biggest boosters of H.R. 987, has a long record of pushing anti-worker legislation and in the past has received support from a variety of big business interests, including UPS.

A companion bill to H.R. 987 was sent before the Senate where it has been referred to committee. The Clinton Administration has stated that it will veto the bill, though it has been hinted that the Chamber of Commerce, which supports it, will attach the bill to something larger in order to prevent its all out veto.

Convention Schedule

Friday, Nov. 5

Registration & Hospitality	11 a.m. - 5 p.m.
Workshop Session I	1 p.m. - 3 p.m.
Workshop Session II	3:30 p.m. - 5:30 p.m.
Special Meetings	5:30 p.m. - 6:30 p.m.
Teamster Women's Network Recruitment Captains Other meetings to be announced.	
Dinner & Program	7 p.m. - 9 p.m.
Teamsters Fighting Back in 1999 Struggles at Anheuser-Busch, Northwest Airlines, and IBP	
Cash Bar & Reception	9 p.m. - midnight

Saturday, Nov. 6

Registration	8 a.m. - 10 a.m.
Teamster Women's Network	8 a.m. - 9 a.m.
General Session	9:30 a.m. - 11:45 a.m.
Panel: <i>Building Rank and File Unity and Power</i> Chair: Michael Savvoir, ISC Co-Chair, Local 41 Organizer's Report: Ken Paff, TDU National Organizer Nominations for TDU International Steering Committee (ISC) Recruitment Awards	
Lunch	Noon - 1 p.m.
Workshop Session III	1 p.m. - 3 p.m.
General Session	3:30 p.m. - 4:45 p.m.
Chair: Dan Campbell, ISC Co-Chair, Local 705 Financial reports Resolution presented by ISC, discussion and vote Speaker: Tom Leedham, Secretary-Treasurer Local 206	
Special Events & Cash Bar	5 p.m. - 7 p.m.
Spanish-Speaking Teamsters Network Past Practice Grievances Pension Rights UPS Meeting SuperValu Other meetings to be announced Voting for ISC	
Banquet & Program	7:30 p.m. - 9:30 p.m.
Emcee: Ashley McNeely, Local 2000 Teamster Reform — <i>Changing the Labor Movement</i> Speaker: Mike Parker, co-author, <i>Democracy is Power</i>	
Voting for ISC	10 p.m. - 11 p.m.
Reception & Cash Bar	9:30 p.m. - Midnight

Sunday, Nov. 7

Coffee	8 a.m. - 9 a.m.
Jurisdictional Meetings	9 a.m. - 11 a.m.
Airline Brewery Carhaul Freight Frito-Lay Grocery/Warehouse Local Contracts Public Sector UPS	
Lunch	11 a.m. - Noon
Workshop Session IV	Noon - 2 p.m.
Closing Session	2 p.m. - 3 p.m.
Chair: Joe Fahey, ISC Co-Chair, Local 912 Introduction of ISC, Election of ISC Officers Speaker: Bob Hasegawa, Secretary-Treasurer, Local 174,	

Convention Workshops

Friday

Hoffa's Report Card and TDU's Plan for the Future. Hear how IBT policy is changing under Hoffa and what it means for members. Discuss our battles ahead and TDU's strategy for building a fighting union for all Teamsters.

Contract Campaigns — Start and Win with the Members! Mobilizing means power. How to turn your issues into effective campaign messages, build a member-to-member network, take creative action, and get in the media.

Legal Rights on the Job and in the Union. This hands-on session will cover labor laws and Teamster rules from the viewpoint of Teamster members. Includes question and answer time, but cannot take up individual case reviews.

Be A Delegate in 2001: How to Run and Win. Sending reform delegates to the IBT Convention in 2001 is a key step toward winning back the union from Hoffa and continuing the fight for Teamster reform. Learn how to get your message, slate, and strategy together — and why you should be running! This also applies to running for local office.

Speaking Up at Meetings — How to Get Your Point Across. Members can use meetings to take on issues and organize support. Learn how to get on the agenda, overcome fear, and use Robert's Rules of Order in your favor (instead of theirs!).

Saturday

Running for Delegate or Local Union Office. See Friday, "Be A Delegate in 2001."

Building Rank and File Unity and Power - Part I (Part II, Sunday). There is power in numbers. Learn how to build a one-on-one network, recruit volunteers, develop creative actions, and make strategic choices that can turn activity into a fighting force. Learn how and when to survey, do petitions, and use *Convoy Dispatch*.

Rebuild Your Local — from Servicing to Mobilizing. Involving members is the key to true reform. From holding "good meetings" that keep members coming, to new member orientations, stewards committees, and volunteer organizing committees, to union solidarity: You will learn from Local 174 in Seattle about a model union reform program.

A Steward's Toolbox. Get skills and techniques to resolve grievances and make the union stronger by involving members. Get more done with the resources you have by networking and developing rank and file leadership. (Not only for stewards.)

Winning Grievances. Learn to effectively write, investigate, and present grievances. Also, how to get more with group grievances, and use grievances to gain power on the job.

Leaflets that Work. Say what the members mean and get results. Learn how to get your message across to fight for your contract, win your election, or organize on the shopfloor.

Using the STAA to Fight for Trucking Safety and Your Job. Learn the ins and outs of the STAA from attorney Paul Taylor of the Truckers Justice Center. Also, grieving and fighting over safety issues can give you added job protection — find out how.

Past Practice Grievances. Learn the rules used by labor arbitrators and the NLRB to decide on unwritten past practices. Attorney Robert Schwartz also discusses the rights of a new union administration to enforce contracts despite previous inaction.

Pension Rights. Planning for retirement? Getting the run-around from your pension fund? Discuss with pension expert attorney Ann Thompson how to get straight answers and your legal rights. (Time constraints will not allow for individual case reviews.)

Sunday

Fighting for a Local that Fights for You. Officers got you down? You can take the lead to deal with problems in your local when officials don't — and turn member apathy around. Using issue-based organizing, learn to build a strong TDU chapter as an alternative to do-nothing officials. Includes reforming your local's bylaws.

Building Rank and File Unity and Power - Part II. Having good plans leads to involvement and action. Develop an action agenda for your local area. Use ideas learned from Part I, or if you are a seasoned activist, join in to develop a strategy for the year 2000.

Ins and Outs of Managing Your Local Union. The nuts and bolts of getting the union hall in order, from finances to staffing to planning. Local union officers will discuss how they organize their time, build local programs, and conduct meetings.

Understanding the Family Medical Leave Act. Attorney Robert Schwartz will give an overview of the law and information on bargaining and membership rights involving absenteeism policies and family and medical leave.

Computer-Age Organizing. Using websites, e-mail networks and databases efficiently to enhance your organizing efforts, but not in place of member-to-member contact.

Winning Bargaining Strategies. Never bargained a contract before, or want to do it better next time? How to be prepared for the negotiations table, deal with bad representation at the table, and keep the focus on the members.

Speaking Up at Meetings — How to Get Your Point Across. See Friday.

Join Reform Teamsters from Across the Country

Reform Teamsters, both rank and file members and officers, will gather in Cleveland on Nov. 5-7 for the TDU Rank & File Convention.

At the convention we will analyze the first months of the Hoffa administration and the changes that have taken place in our union. We will use this analysis to make our plans for the coming year to build Teamster reform.

Teamsters involved in the most important struggles in our union will address the convention.

What happened in the Anheuser-Busch negotia-

tions? Hoffa praised the new agreement as having important job security language. Get the real story from A-B workers who saw Hoffa's negotiating skills first hand.

You will also hear from Local 2000 flight attendants who organized themselves to turn down a proposed agreement that the International worked hard to sell them.

See page 6 for a listing of the many educational workshops available at the convention.

Use the form below to register today. You won't regret it!

TDU Rank & File Convention Nov. 5-7 Sheraton Airport Cleveland

Convention Information

All events will take place in the Sheraton Airport Cleveland, 5300 Riverside Dr. Use the form at right to reserve rooms at our special group rate.

Childcare available by advance reservation only. Contact TDU before Oct. 1 to make arrangements.

Airport Transportation

Free 24-hour shuttle from Hopkins Airport. Go to Hotel Information sign on baggage level. Use the courtesy phone to call the Sheraton for pick up. Phones also available at Sheraton Airport Hotel Courtesy Desk at Exit 6.

Driving Directions

From the South: I-71 to Snow Rd. exit; go left. Go right at third light. Follow signs into airport. Hotel on your left.

From the North: I-90 W. through downtown Cleveland. Follow I-71 S. past W. 150 St. exit. About one mile past exit get into far left lane and follow signs for Rte. 237-Airport. After series of bridges airport will be on your right. Two lanes go into airport; stay in left lane. Sheraton on left at first light.

From the East: Ohio Turnpike to Exit 10 (Rte. 71). Take I-71 N. to Snow Rd. Left on Snow Rd. to third light, turn right and follow signs into airport.

From the West: Ohio Turnpike E. to Exit 9A (Rte. 480). Rte. 480 E. to Grayton Rd., turn right. Make immediate left onto Brookpark Rd. to Rte. 237 S. and follow signs into airport.

Parking

Free secured parking for hotel guests; \$6 per day for those not staying at the hotel.

Continental Airlines Discount

Special convention discount of five to ten percent on Continental Airlines. Call Continental meetings reservations at 800-468-7022 between 6 a.m. and 10 p.m. Central time. Use TDU reference number M3PP4L and Z Code ZS8V to make your reservation.

TDU RANK & FILE CONVENTION, NOV. 5-7

REGISTER NOW!

Postmark your registration no later than Oct. 15 and receive \$10 discount (\$5 for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone () _____ Company _____

If registering for others please include same info.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

	# of people
Fri., Sat. & Sun.	\$160 x _____
Sat. & Sun.	125 x _____
Sat. only	100 x _____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

_____ single room
_____ double room with _____

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$90 = Housing Cost = _____

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

☐ \$35 - one-year membership
☐ \$85 - three-year membership
☐ \$20 - spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = _____

TOTAL COST = _____

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

_____ \$10 if postmarked by Oct. 15 (\$5 if one day)
_____ \$10 travel over 500 miles one way
_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

CREDIT CARD PAYMENT

Visa/MC # _____

Exp. date _____ / _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, Box 10128, Detroit, Mich. 48210

Washinton State Owner Operators Strike Ports in Organizing Drive

Hundreds of owner operators staged an unprecedented two-week work stoppage in August that heavily impacted operations at the Seattle and Tacoma ports. The job action was part of an ongoing campaign by Teamsters Local 174 to organize the 800 owner operators who work at the port.

Owner operators who haul containers on and off the nation's waterfronts are terribly exploited. They are paid piece rate and get no pay for waiting for hours for a

load. They get no benefits and bear all equipment costs. At many ports, including Seattle, most are immigrants striving for a better life.

The Teamsters Union has long neglected to take up the difficult organizing challenge, but Local 174 launched an industry-wide campaign two years ago.

Owner operators in Vancouver, British Columbia, shut down in August and sent a delegation to visit the Seattle

organizing committee. Seattle rank and file leaders pledged solidarity, to prevent Seattle from becoming a scab port for ships diverted from Vancouver.

The Seattle shutdown drew broad labor and community support. Waterfront unions, including the longshore, tug boat operators, rail unions and others gave support. AFL-CIO president John Sweeney spoke at a rally in support.

The work stoppage also sent shock waves through the shipping industry, which is petrified that the organizing will spread. Owner operators in Balti-

more are organizing into the longshore union there.

Local 174 used innovative tactics to strengthen the action. Trains were stopped, and pickets in small motor boats interrupted ship movement.

Trucking employers offered wage increases, ship lines scrambled for answers, and the port authorities offered to take action. The drivers ended their work stoppage, but they and Local 174 say the only long term answer is port-wide union recognition and a union contract. The struggle continues.

Freight Members React to Anheuser-Busch Sellout

Tim Buban

Local 200, CF, Milwaukee

The article in the last *Convoy Dispatch* about Hoffa's "victory" at Anheuser-Busch has been a real eye opener to freight members here in Milwaukee Local 200. When members find out Hoffa gave up all past practices, allowed contracting-out of union jobs, allowed a two-year window for discipline and then rammed the contract down the members' throats they first react with disbelief. Then fear sets in. Could this kind of deal be in the pipeline for freight Teamsters? If this

kind of contract can be negotiated at a company making huge profits like A-B, what could happen to members working at marginally profitable freight carriers with Hoffa negotiating the contract?

If this administration is re-elected in 2001, they will negotiate the next contracts in freight, UPS, and carhaul. It is important that we take the opportunities as they come along to educate members about how Hoffa is destroying members' power and weakening the union. I urge members to distribute *Convoy Dispatch* to keep other Teamsters informed.

Freight Lines

Central Cartage Closes Most Terminals.

With the exceptions of Romulus, Mich., and Chicago, union-buster Matty Maroun has finished the job of closing down his remaining Teamster terminals. Most of the terminals will reopen as CC Midwest, a nonunion operation under Maroun's control, as several hundred more Teamsters lose their jobs.

Most Teamster locals have negotiated severance packages of \$10,000 plus \$500 more per year of service. A few locations, which had red-circle agreements for the duration of the contract, got slightly enhanced severance packages.

Frustration among these newly dislocated Teamsters is boiling over because nobody from the union seems to be willing or able to answer their questions. They are merely being told to "take it or leave it." The Teamster Freight Division has simply stood by and watched this blatant union busting. Information requests go unanswered. Likewise, the Central States Pension Fund has yet to tell these Teamsters, many of whom had high seniority, whether or not they will be allowed to self-pay their pensions. TDU is in touch with several Central Cartage Teamsters who are discussing possible legal action.

Roadway Driver Wins Settlement and Job.

Danny Johnson, a driver for Roadway Express in Chicago Heights, Ill., for nearly 17 years, was ordered to be re-instated in July, after being fired for "excessive absenteeism" in 1995.

Johnson missed seven consecutive days when he was suffering from the flu, and filed a union grievance over his termination, but his firing was wrongfully upheld by an apparently ignorant grievance committee.

He also filed a complaint with the Department of Labor, contending his firing violated the STAA, arguing his condition to drive was impaired by his illness. OSHA wrongfully dismissed his complaint. With attorney Paul Taylor, Johnson appealed that ruling to an administrative law judge (ALJ), who reversed the OSHA ruling.

The ALJ ordered Roadway to reinstate Johnson and pay him \$11,930.40 in back wages (including interest) for two months, since he refused another job with another company in May, 1995. Johnson is considering an appeal of the decision, and may ask for Roadway to pay attorney's fees plus other damages.

—Reprinted from the *Rank and File Informant*

Hoffa's Big Test: Overnite

The Teamsters Union is poised to strike Overnite nationwide as we go to press. Both sides are gearing up, and the outcome will be crucial to the future of freight Teamsters and to the whole trucking industry.

The International Union's plan is to strike the company at as many terminals as possible, and mobilize ambulatory pickets to follow all Overnite trucks.

The International Union has several times postponed the strike, claiming that the tactic is working to union advantage as Overnite wastes millions of dollars on security and contracting for extra drivers, and as Overnite customers may jump ship on this union-buster.

All Teamsters should join in this fight: local unions have been directed to recruit volunteers for ambulatory picketing and other duties.

James Hoffa has repeatedly stated that

this battle will be the key test of his leadership. His director of organizing, John Murphy, often says that Overnite will sign a contract soon or will be out of business.

From 1994 to 1998 our union succeeded in organizing at Overnite as never before. Some 37 terminals are certified as Teamster-represented or have NLRB bargaining orders, including major breakbulks such as Memphis and Atlanta. These terminals have nearly 40 percent of Overnite's 8,500 drivers and dock workers. This drive has been one of the labor movement's most important organizing campaigns of the decade.

The Hoffa administration then shifted the plan from continued organizing to bargaining for a contract, and now that process is coming to a head.

All Teamsters have a big stake in the outcome.

Illinois Joint State Committee Goes Country Club

Reprinted from *Illinois Hot Freight*.

The Illinois Joint State Committee chose a new location for the freight grievance hearings for last month, the Oak Terrace Resort, south of Pana, Ill.

According to the brochure for this country club it features "Great golf outings, 66-acre private fishing lake, fully stocked Pro shop, restaurant and lounge, and of course some of the most challenging golf in the midwest."

Because of their hard work denying grievances, Art Bell and the rest of the Joint State Committee deserve these luxury digs. In fact, to reward his employer friends, Art Bell threw a swell golf outing for them on Monday, Sept. 20 at this hide-away country club. They worked up such an appetite during the day that Bell had a catered-in steak dinner, then topped off the day with an open bar. This is better use of their paid-for union time than pre-

screening grievances or actually doing something for the members.

The employers were disappointed that no union officials from any Illinois freight locals attended. This includes officers and agents from local unions 325, 371, and 722. The officers from these locals were probably doing something boring like representing the members somewhere. Bell was able to find enough retired union people to fill the foursomes so the games were not hurt and the employers were able to enjoy the day.

If any member would like to ask Art Bell or the rest of the Illinois Joint State Committee how they enjoyed their day, they can be reached at the **Grenelefe Golf & Tennis Resort** in Haines City, Fla., for the whole week of Oct. 3 while attending Joint Area grievances with the rest of the IBT Freight Division. We're sure they'll be working hard for the members.

Flight Attendants Say: NO to Contract; YES to Impasse

Andy Damis
Local 2000, Northwest Airlines
Seattle

We delivered a loud and clear message to Northwest Airlines on Aug. 26, when flight attendants rejected a concessionary contract. Ninety-four percent of our 11,000 members sent in ballots, and 69 percent voted No! As soon as the vote was announced, flight attendants grabbed picket signs and marched through the airport in Detroit chanting: "Contract Now." Some 200 flight attendants had come to observe the count.

We surprised our negotiators and Hoffa, who never showed up to the count. The vote was a confirmation that our flight attendants are not just blindly following the leaders. They tried to say that a small group led flight attendants to vote "no," but this was a secret ballot that they filled out

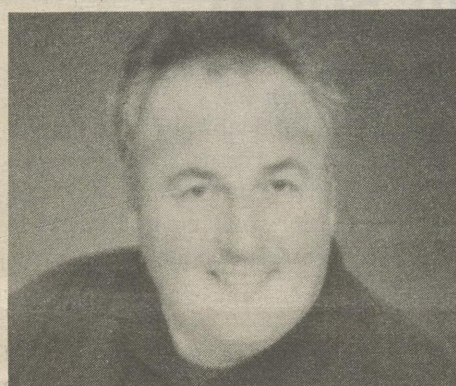
at home, at their kitchen tables; they could mark it any way they wanted.

We've come a long way in analyzing where things are at and where they are going: People's expectations have been raised. This contract, we want to see improvements, not the same old thing.

Many flight attendants were concerned about what was going to happen with the vote. A lot thought it would pass, even though they were voting No, because the International had sent so much propaganda that threatened us to vote Yes or else. But Hoffa's heavy sell backfired.

The vote brought a great sense of accomplishment. People said: "Hey, we're not as uninformed as we thought we were." Even people who voted Yes said they were glad it was rejected. We all gained a sense of power by defeating a contract we didn't want.

We should be taking the lead in this contract, not perpetuating bad industry standards. That contract was filled with concessions. Work rules were totally slanted toward the company. For every benefit we got, there were restrictions that prevented it from really being a benefit.



Call to Action

Those of you who read *Convoy Dispatch*, but have not joined TDU and are comfortable to just watch what TDU does, I encourage you to join and attend the TDU Convention.

Back when I transferred from my local in Pittsburgh to Harrisburg Local 776 as a driver for Roadway Express I found myself caught between an antagonistic company and a do-nothing BA. TDU helped me get my co-workers organized to win a few grievances. That was over 10 years ago, and I'm proud to have been part of TDU ever since.

I've seen a lot of our union in the intervening years, as an elected steward, BA, Secretary-Treasurer, and Joint Council trustee. I can tell you one thing — the power of this union is in an educated, active and informed membership.

Please consider joining me at our 24th TDU Rank & File Convention. You won't regret it.

Michael Schaffer
Local 377, Roadway

Rank and File Push

There was no back-up plan for a rejection vote. So we sent a rank and file delegation to the Executive Board with a proposal. One concern was an Executive Board decision to disband our Contract Action Team (CAT), our member-to-member network that spent the last year educating and involving members in our contract fight. With CAT, we delivered both a 99.4 percent strike vote and the contract rejection, and it was our voice.

Our delegation told the Executive Board that CAT was our best democratic achievement, and we demanded representation on the negotiating committee for the 69 percent majority who turned down the contract. We also reminded our leaders that contract issues aren't won at the table, but by the members, and it's time to lead or get out of the way. They are realizing that they can't continue to ignore the voice of the flight attendants.

As a result of our pressure, we won

some changes to our negotiating committee. I was selected as one of two new ad hoc members of the committee. Our Board is now working with us on a new "HAVOC" plan that aims to escalate our mobilization and get release from mediation as soon as possible. Flight attendants will continue to keep the pressure on for accountability in the process and for no further stalling, which helps the company.

We learned from TDU that the members voice is the key to power in winning a deserved contract.

Until we get our contract, we must involve flight attendants at every step. When the company throws up a brick wall, the members can respond and show Northwest that we will not roll over.

If we can get flight attendants as involved in negotiations as the committee is, the company will have no choice but to recognize our issues. We will need the support of Teamsters and the community more than ever as we continue our fight.

Detroit Newspaper Lock-Out

Some Members Recalled as Boycott Continues

As of Sept. 3, the Detroit Newspaper Agency is recalling locked-out district managers for District Supervisor positions.

"This is something they said they would never do," says Dennis Nazelli, who is a member of Teamsters Local 372 and among those who will return under the unconditional offer. "The newspapers and union have really downplayed this, but it's probably the most significant event in this strike."

This deal was not negotiated; the local didn't even know it was coming, according to Nazelli. It appears the company is desperate and could no longer hide, once circulation figures were published in the *Detroit Sunday Journal* (the paper published by locked-out newspaper workers.) An annual audit showed the 1999 first-quarter circulation to be at 40 percent of the pre-strike level, and continuing a downward spiral.

"The company is trying to fix their failed agency system," says Nazelli, "It's why we went out on strike." It eliminated all geographic districts, and thus manager jobs. The new positions amount to doing a lot more work, with less control over one's job and less personal gratification. "They want us from the neck down," says Nazelli.

Responsibilities have been centralized to run out of warehouses. Nazelli explained, "Before, we each had our own district and had pride in running them well, working with carriers and making a good living. Now it's top down. You

don't have contact with the same people, and no one is responsible to the customer. People are complaining about service more than ever.

"We're vulnerable right now, because we don't have a contract. We don't have arbitration, seniority, or union protection for what may happen to us."

Petitioning IBT, Boycott Continues

Local 372 members are circulating a petition to the International requesting that ballots for any future contract vote not be mailed. Instead, members want assurance of a meeting where contract issues could be discussed by all who will be affected.

Hoffa continues to promise justice for the workers. This deal is seen as a good sign that the company is feeling the pressure of the workers' fight. At a Teamster newspaper conference in late September, chief union negotiators announced that they are wrapping up on the last two non-economic issues, setting the stage for all of the unions representing locked-out workers to meet together for the first time on economics.

There are still 900 workers on the recall list, locked-out of legal jobs. No one has contracts, not even the line-crossers from the initial 2,500 workers who struck in July 1995. Nazelli says he and others don't plan on leaving the cause and will keep up the fight. The national boycott continues of *USA Today*, Gannett's largest paper, as well as the *Detroit News* and *Free Press*.

TDU Meets

Baltimore/Washington, D.C. TDU
3rd Sunday every odd month
Sunday, Nov. 21, 2 p.m.
Location to be announced
For information call 301-317-4030

Chicagoland TDU
Sunday, Oct. 17, 1 p.m.
Sunday, Dec. 12, 1 p.m.
UNITE Hall, 333 South Ashland
Corner of Ashland & Van Buren
For information call 773-486-3831

Northern California TDU
Saturday, Nov. 13, 10 a.m.
Diamond Branch
Oakland Public Library
Fruitvale and MacArthur
Oakland, Calif.
For information call 707-426-5310

Rocky Mountain TDU
Sunday, Oct. 31, 2 p.m.
1280 28th St., Suite 10
(at Colorado Ave.)
Boulder, Colo.
For information call 303-449-4482

Southern California TDU
Sunday, Dec. 5, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call (562) 694-5831
or (760) 951-4949

Wisconsin Badger State TDU
Saturday, Dec. 4, 10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair
Milwaukee, Wis.
For information call (414) 483-2652

IBT, Local 822 Side with Allied to Gut National Committee Decision

Nearly a year has passed since Virginia Local 822 members fought — and won — a grievance that ordered return of and restitution for millions of miles of lost traffic. In that time Allied has not paid a dime. Nor have they returned any of the lost traffic.

Local 822 has refused to enforce the decision. Worse yet they returned the case to the national seniority committee in a successful effort to revise the original remedy — now in line with the company's position.

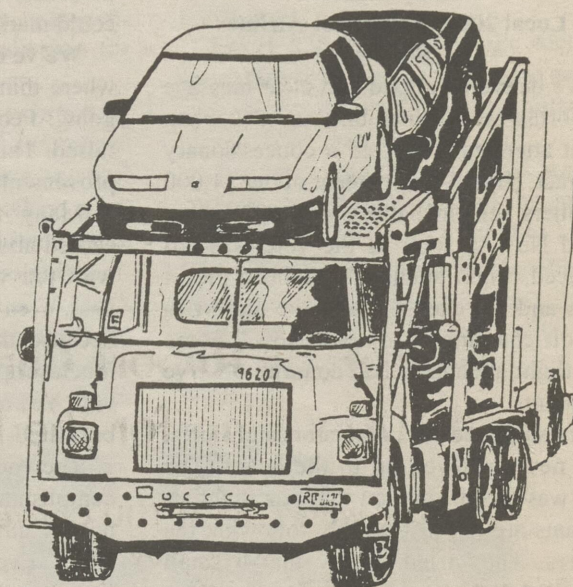
Since that ill fated day, member Gerald Brewer has written repeatedly to Hoffa and Doc Condor, requesting that they take legal steps to void the "second" decision and en-

force the original remedy. Hoffa and Condor have refused to act.

Brewer and steward Ken Austin also requested copies of the transcript of the second hearing. That document, obtained after a long delay, makes it clear that BA Mark Lusk was in agreement with management all along. According to Allied representative Bill Carlisle, "I went back to my notes and I think Mark will attest — I talked to David Vincent. I talked to Mark Lusk. I asked three times are we sure the only traffic that we're talking about is that Tennessee traffic from the 02 and 32 [ramps]? They said yes, that's all we're talking about."

Lusk does not contradict this. In fact Carlisle goes on to thank Lusk: "The local union, they've been very up front about this, and I appreciate it."

Why is a local union siding with management to gut a clear decision by a national panel? Why is Hoffa refusing to enforce the original agreement? We need local and national leaders who are willing to stand behind good members and stewards. What we've got are officials who are unwilling to enforce grievance procedure victories.



Allied Cited as Chronic Offender of Weight Limits

A study conducted by the *Virginia Pilot* newspaper cites Allied Systems as the number one violator of truck weight-limit regulations in eastern Virginia.

The study reviewed DMV records for the years 1995-1997. During that time Allied received 365 overweight citations — an average of one citation every three

days. QAT got an additional 132 citations. In the entire state of Virginia Allied got a total of 1,959 citations.

Allied's fines totaled \$134,813 for the period studied. The average overload was estimated to be about 2,000 pounds, which works out to about half of an F-150 pickup.

Allied Casuals Hit South

Three locals in the Southern region, Houston 988, San Antonio 657, and Baton Rouge 5, made deals with Allied to allow the hiring of casual drive-out employees. The company hired Teamsters to work for \$19.07 per hour with no benefits, and no guarantee of work from day to

day. The deals were apparently made for a 60-day duration only.

A shortage of qualified drivers created the need for these casuals. No provisions of the national contract allow such employees, so why would the locals agree to allow it under these conditions?

You Have the Right!

You have the right

to file grievances and to work with other members to improve conditions in your workplace. Under the National Labor Relations Act you cannot be discriminated against

Know Your Rights

and Use Them!

If you are called into a meeting with any management representative and believe that discipline may result, you have the right, under Federal law, to have a union representative present. This is known as your "Weingarten rights." TDU has produced a handy palm-sized tri-fold card for you to use when you need to invoke your rights.

Prices:

1 - 10 copies. Free!

11 - 100 copies. 10¢ each.

101 + copies. Call for prices.

Please send me _____ copies.

☐ check or M.O. enclosed.

☐ VISA/MC # _____ exp. ____ / ____

Name _____ Local _____

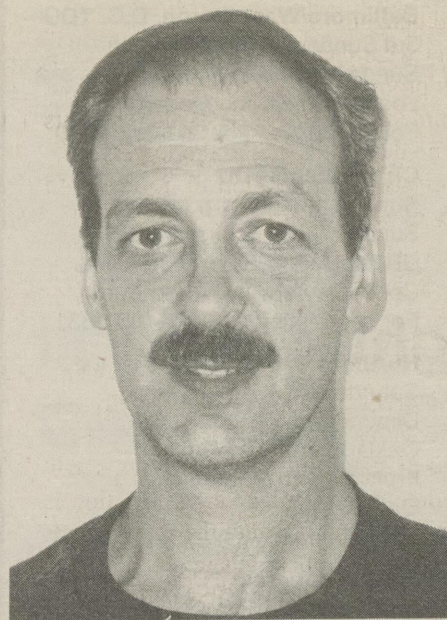
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Phone: 313-842-2600 Fax: 313-842-0227



Rank & File Power

"In the last round of New York City bargaining, our local's president forced wage freezes on an inactive membership. Now we've built a rank and file movement that is shaking things up. We couldn't have done it without TDU.

"I look forward to sharing strategies for building rank and file power at my first TDU Convention."

—Chris Sullivan, Local 237

New York City Housing Authority

No to the WTO

Labor Calls For Demonstration in November Against Unfair World Trade

The AFL-CIO, along with many other civic, religious and political organizations, are mobilizing for a mass demonstration Nov. 30 in Seattle. The 134-member World Trade Organization (WTO) is holding a top-level conference at that time. Trade ministers and many world leaders are likely to be in attendance, along with much of the world's press.

The WTO is the body set up to govern the rules of international trade. Many critics have denounced the WTO, pointing to its role in driving down labor standards and undermining environmental quality around the world.

For more information about the Seattle WTO demonstrations, call 800-STOPWTO or check out www.seattlewto.org.

New Administration Reports on Policies

The following President's Report by Mike Gaudio is reprinted from Seattle Local 174's membership publication.

In late June, General President Hoffa called on local union leaders from the Western Region to hear reports on the first 100 days of his administration. As President of Local 174, I attended the Las Vegas meeting where the newly elected IBT Vice President and department heads were introduced.

Several statements caused me concern,

and I wondered how the rank and file members of Local 174 would respond to these new policies as expressed by the conference speakers:

- Mobilizing the rank and file is dangerous.
- If there are difficulties in contract negotiations, call your regional Vice President, and he will settle your contract by meeting with the company.
- Member involvement is "fluff" — meaningless.

Hoffa's Report Card and TDU's Plan for the Future

Special workshop at TDU Convention.
Friday, Nov. 5

See pages 6 and 7 for information and to register.

Hoffa's Spin on IBT Finances

Truth, Lies and Strange Logic

In both the latest *Teamster* magazine and the *Teamster Leader* mailed to all officers, Hoffa claims to have delivered a budget surplus in the first quarter of 1999 of \$3.2 million.

There is only one problem. Hoffa was not in office during that period, he was sworn in at the end of the quarter!

Hoffa Inherited Balanced Budget

So the truth is, Hoffa inherited not only a balanced budget, but a healthy surplus. \$3.2 million in one quarter projected over a year is a surplus of \$13 million for this year, in place before Hoffa ever walked into the Marble Palace.

Further, the audited financial statements printed in the latest *Teamster* magazine prove that the IBT also had a surplus in 1998, even though the union had to spend \$2 million on the rerun election in the South due to money laundering by J.D. Potter on the Hoffa slate.

So all of Hoffa's spin doctors cannot change the fact that Hoffa inherited a balanced budget.

But what can they say about his campaign promises, repeatedly put in writing, to immediately increase strike benefits with no dues hike, and to limit every official in his administration to a maximum salary of \$150,000?

Members Petition Hoffa for Democratic Rights

Members of Local 325 in Rockford, Ill., are upset that James Hoffa has sent a "personal representative" to stick his nose into their local union affairs, for no apparent reason other than politics. The leadership of Local 325 supports Teamster reform and is working to educate and involve the members.

In early October Hoffa's "special assistant" Dane Passo showed up unannounced at the local union hall with his appointment letter in hand.

Hundreds of members have petitioned Hoffa, with a letter that begins:

"Your statement in the October, 1999, *Teamster* magazine, 'The last election is testament to the fact that the union exists in a climate of open debate and electoral choice for Teamster members,' is contradicted by your decision to appoint Dane Passo to oversee the democratically elected officers of Teamsters Local 325. Passo's appointment is not democracy, it is hypocrisy."

Hoffa Polls the Members

In late September we received reports from Teamster members who were polled by a professional polling company about both the U.S. presidential election and about their views on Teamster president James Hoffa.

Select Teamsters were questioned about their opinions on potential candidates for U.S. President.

They were then asked questions about their opinion of James Hoffa, aimed at providing Hoffa with information to guide his next campaign to keep his job as IBT president.

The polling company was hired by the International Union. Since dues money paid for the poll, will the International Union release all results to the members?

- Respecting women Teamsters as full partners in our union is not one of our priorities.
- "Any employer, government official, or TDU member (Teamster members fighting for democracy in our union) who gets in our way can kiss my a_!"
Here is what I know is true:
- I've always believed that mobilized members are dangerous ... to the boss.
- I've always cringed when union officials meet with the employers without member involvement.
- Strike is not a dirty word. Yes, strikes can be risky and expensive, but sometimes they are our best tool; and successful strikes have made our union stronger many times.
- I know member involvement is what a union is all about.
- Real unity comes from being proud of our diversity, including our women

members. A diverse union is a strong union.

- And I don't care what your politics are, no elected leader of the Teamsters Union I'm proud of should ever tell any group of Teamsters to "kiss his a_" in a conference where we come together to strengthen our union — especially with elected officials and other nonmember guests in the room. I was embarrassed for the Teamsters.

Despite my frustration with many of the messages, I'm glad I went to this conference. We are part of a great union, and meeting with members from local unions across the West reaffirmed my commitment to continue to fight for the strongest, most principled Teamsters Union we can build. Finally, you have my word: I'm committed to work with whoever runs our International Union. We'll continue to search for avenues of discussion that bring us together, fighting for worker power.

New Booklet from TDU!

RUNNING FOR LOCAL UNION OFFICE:

USING CAMPAIGNS TO MOBILIZE AND TRANSFORM OUR UNION

Based on the experience of dozens of successful reform officers, this 90 page booklet covers every aspect of campaign organization.

Chapters include:

- Building Your Campaign Organization
- Basics of Successful Campaigning
- Policing Your Election to Prevent Fraud
- Organizing a Get-Out-The-Vote Effort
- How to Produce Effective Literature

The booklet includes interviews with reform candidates and has ready-to-use sample letters and other materials needed during a campaign.

Special offer!
Price: ~~\$10~~ If you order by Dec. 1, pay only \$8.50.
Special pre-publication price, short time only.

Please send me _____ copies.

☐ check or M.O. enclosed.

☐ VISA/MC # _____ exp. ____/____

Name _____ Local _____

Address _____

City _____ State/ZIP _____

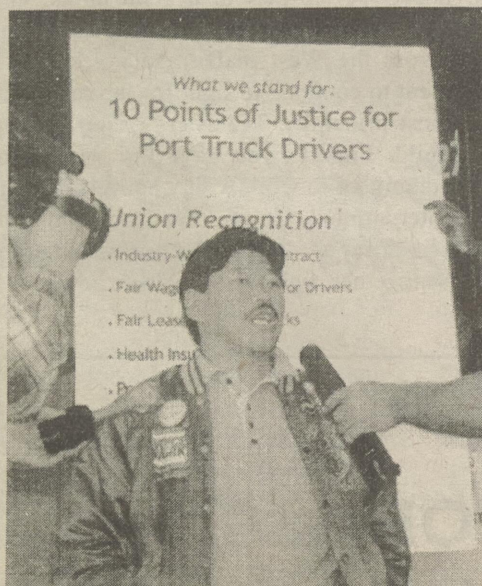
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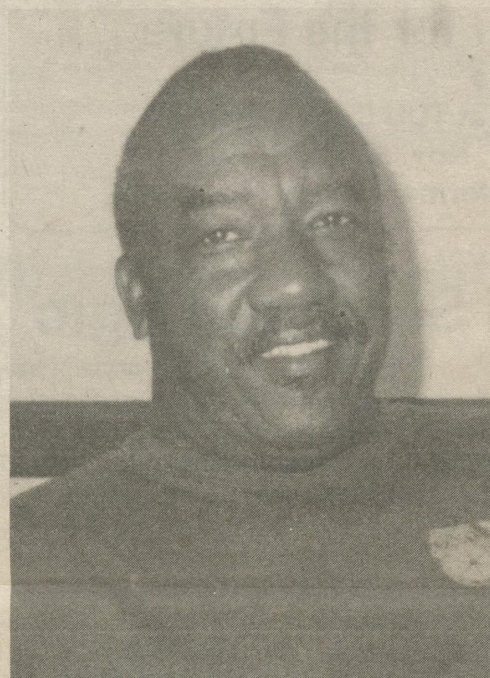
BE THERE

TDU CONVENTION NOVEMBER 5 - 7 CLEVELAND, OHIO



The TDU Convention is an opportunity for each of us to step outside of our local struggles, and share experiences with other Teamsters. Here in Seattle we have a lot going on, and I'm eager to compare notes with other Teamsters involved in similar issues.

Bob Hasegawa
Seattle Local 174
Secretary-Treasurer



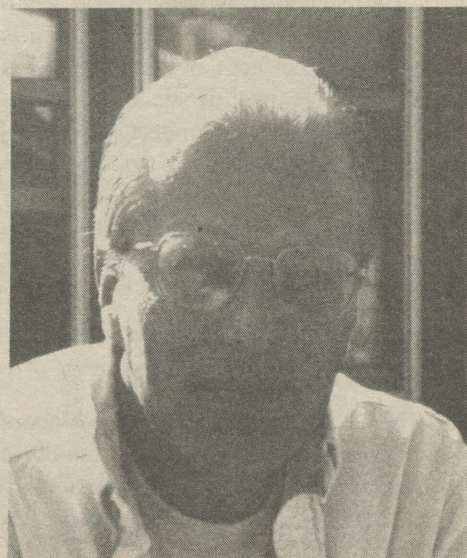
Last year we had a big battle for our new contract at Rush Hospital in Chicago. I was on the bargaining committee and led a contract campaign to involve the members in the fight for a good contract. The contract was a victory, the best contract we ever got. If I and my co-workers had never been to the TDU Convention, taken the many workshops offered, gained the knowledge and confidence we now have, we would still be stuck with the same old rotten contract we had for years.

Homer Lambert
Chicago Local 743
Elected Steward



During our strike at IBP we saw that Hoffa was lying when he promised 'Unity' and 'Teamster Power.' But reform Teamsters answered the call when we needed support in our fight for a just contract. The TDU Convention is the place for Teamsters who want real answers, not empty promises, about how to build unity and power in our union.

Maria Saucedo,
Pasco, Wash. Local 556
IBP



At the TDU Convention I learned about how important Teamster reform is to the revitalization of the whole labor movement. If you want to become an active member of your union, you will learn the skills you need to get the job done at the convention.

Paul Host,
Milwaukee Local 200
ABF

You can be part of this event, too. See inside for detailed convention information.